



Department of Veterans Affairs

Senior Executive Biography

Meghan Flanz

Acting Assistant Secretary, Office of Human Resources & Administration

As VA's Acting Assistant Secretary, Human Resources & Administration, Meghan Flanz directs and oversees an HR&A team of over 750 employees who support more than 300,000 VA employees and 4,000 human resources professionals across the country. To meet the needs of the VA workforce, the HR&A team provides professional assistance in the areas of Administration, Human Resources Management, Diversity and Inclusion, Resolution Management, Labor-Management Relations, Human Capital Investment Plan Strategic Management, Veterans Employment Service, and Corporate Senior Executive Management. In addition, HR&A Provides training for all VA employees through the VA Learning University



Prior to assuming her current position, Ms. Flanz served as Deputy General Counsel for Legal Operations, providing executive leadership for the VA Office of General Counsel's ten District Chief Counsel offices, Personnel Law Group, Torts Law Group, Loan Guaranty National Practice Group, Collections National Practice Group, and Office of Accountability Review. She provided expert legal advice, counsel, and representation to the Secretary, Deputy Secretary, and other senior VA officials in connection with litigation, legislation, Congressional oversight, and policy matters related to VA's large and diverse workforce.

Ms. Flanz began her VA career in 2001 as a Federal employment law specialist. In addition to various leadership roles within the VA Office of General Counsel, she served as founding Director of VA's newly-established Office of Accountability Review in 2014-2015 and as Deputy Assistant Secretary for Labor-Management Relations in 2006-2009. She is admitted to practice before the Ninth Circuit Court of Appeals, the Federal Circuit Court of Appeals, and the United States Supreme Court. A member of the California Bar, Ms. Flanz was a business litigation specialist in private practice for 15 years before joining VA.

CAREER CHRONOLOGY:

Present	Acting Assistant Secretary, Human Resources & Administration
2015-2016	Deputy General Counsel, Legal Operations and Accountability
2015	Counselor to the General Counsel and Director, Office of Accountability Review
2014 – 2015	Senior Advisor, Strategic Planning, OGC
2009 – 2014	Associate General Counsel, Strategic Planning & Education
2006 – 2009	Deputy Assistant Secretary, Labor-Management Relations
2008	Acting Deputy Assistant Secretary, Diversity & Inclusion
2005 – 2006	Senior Attorney, Labor & Employment, OGC
2001 – 2005	Staff Attorney, Labor & Employment, OGC
1986 – 2001	Private Practice, Los Angeles, CA

EDUCATION:

- 2010** ASTD Certificate Program, Creating Leadership Development Programs, Alexandria, VA
- 2009** VA Executive Fellows Program, Washington, DC
- 1986** Juris Doctor, Loyola Law School, Los Angeles, CA
- 1983** Bachelor of Arts, History, University of California, Berkeley, CA